



International  
Labour  
Organization

► Report III (Part A)

# ► Application of International Labour Standards 2025

Report of the Committee  
of Experts on the Application  
of Conventions and Recommendations

International Labour Conference  
113th Session, 2025



Report III (Part A)

# ▶ Report of the Committee of Experts on the Application of Conventions and Recommendations

(articles 19, 22 and 35 of the Constitution)

Third item on the agenda:  
Information and reports on the application  
of Conventions and Recommendations

General Report and observations  
concerning particular countries



Attribution 4.0 International (CC BY 4.0)

This work is licensed under the Creative Commons Attribution 4.0 International. See: [creativecommons.org/licenses/by/4.0](https://creativecommons.org/licenses/by/4.0). The user is allowed to reuse, share (copy and redistribute), adapt (remix, transform and build upon the original work) as detailed in the licence. The user must clearly credit the ILO as the source of the material and indicate if changes were made to the original content. Use of the emblem, name and logo of the ILO is not permitted in connection with translations, adaptations or other derivative works.

**Attribution** – The user must indicate if changes were made and must cite the work as follows: *Report of the Committee of Experts on the Application of Conventions and Recommendations (articles 19, 22 and 35 of the Constitution) – General Report and observations concerning particular countries*, Geneva: International Labour Office, 2025. © ILO.

**Translations** – In case of a translation of this work, the following disclaimer must be added along with the attribution: *This is a translation of a copyrighted work of the International Labour Organization (ILO). This translation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO translation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the translation.*

**Adaptations** – In case of an adaptation of this work, the following disclaimer must be added along with the attribution: *This is an adaptation of a copyrighted work of the International Labour Organization (ILO). This adaptation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO adaptation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the adaptation.*

**Third-party materials** – This Creative Commons licence does not apply to non-ILO copyright materials included in this publication. If the material is attributed to a third party, the user of such material is solely responsible for clearing the rights with the rights holder and for any claims of infringement.

Any dispute arising under this licence that cannot be settled amicably shall be referred to arbitration in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL). The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of such a dispute.

For details on rights and licensing, contact: [rights@ilo.org](mailto:rights@ilo.org). For details on ILO publications and digital products, visit: [www.ilo.org/publns](http://www.ilo.org/publns).

---

ISBN 978-92-2-041495-8 (print)  
ISBN 978-92-2-041496-5 (web PDF)  
ISSN 0074-6681

**Also available in** French: *Rapport de la Commission d'experts pour l'application des conventions et recommandations (articles 19, 22 et 35 de la Constitution) – Rapport général et observations concernant certains pays*, ISBN 978-92-2-041497-2 (print), ISBN 978-92-2-041498-9 (web PDF); and Spanish: *Informe de la Comisión de Expertos en Aplicación de Convenios y Recomendaciones (artículos 19, 22 y 35 de la Constitución) – Informe General y observaciones referidas a ciertos países*, ISBN 978-92-2-041499-6 (print), ISBN 978-92-2-041500-9 (web PDF).

---

The designations employed in ILO publications and databases, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers or boundaries.

The opinions and views expressed in this publication are those of the author(s) and do not necessarily reflect the opinions, views or policies of the ILO. See: [www.ilo.org/disclaimer](http://www.ilo.org/disclaimer).

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

servants. ***The Committee once again requests the Government to take the necessary measures to ensure that the legislation in force is in accordance with practice and guarantees the right to collective bargaining for all public servants covered by this Convention. The Committee requests the Government to provide information on any progress made in this regard and to provide copies of any new agreement or collective agreement covering public servants.***

## Nigeria

### Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) (ratification: 1960)

The Committee takes note of the observations made by the Nigeria Labour Congress (NLC), received on 30 August 2024, and the International Trade Union Federation (ITUF), received on 17 September 2024, alleging intimidation, harassment and arrest of trade union leaders and members by the State authorities, intervention in trade union affairs, including their internal election process, the invasion of the headquarters of the NLC and the National Union of Road Transport Workers (NURTW) by the police, the excessive use of police force and violence during peaceful demonstrations, and the prevention of workers from joining the union of their choice in the telecommunications sector. ***The Committee requests the Government to provide its comments in this respect.***

The Committee notes that the Government's report has not been received. It is therefore bound to repeat its previous comments.

In its previous observation, the Committee requested the Government to provide a detailed reply on allegations of denial of the right to join trade unions, massive dismissals for trying to join trade unions, mass persecution and arrests of union members and other violations made by the International Trade Union Confederation (ITUC) in 2015 and 2016, as well as allegations of arrests, reprisals and dismissals against union leaders and members made by the ITUC and the Nigeria Labour Congress (NLC) in 2017. The Committee notes the Government's indication that there will be further consultations with the affected social partners, after which a response will be forwarded to the ILO. ***Regretting the lack of concrete information received in spite of the time elapsed since these serious allegations were brought to its attention, the Committee expects that the consultations referred to above will be held shortly, and urges the Government to provide its detailed comments on each specific allegation made by the ITUC and the NLC in its next report.***

The Committee also takes note of the observations of the ITUC received on 1 September 2021, which allege massive dismissals for trying to join trade unions, acts of anti-union violence during strike actions, arrests of union members, suspensions of union leaders, and a general anti-union climate in the country. ***The Committee requests the Government to provide its comments on these new serious allegations.***

*Civil liberties.* The Committee recalls that it had previously requested the Government to provide detailed information on the results of the judicial proceedings regarding the prosecution of the eight suspects arrested in connection with the assassination of Mr Alhaji Saula Saka, the Lagos Zonal Chairman of the National Union of Road Transport Workers. While having noted the Government's indication that the Federal Ministry of Labour and Employment had requested the Inspector General of Police for an update and was awaiting the reply, the Committee deeply regretted that no resolution had been reached regarding the events occurred in 2010. The Committee notes with ***regret*** that the Government does not provide any update on this matter in its report. ***The Committee firmly urges the Government to provide detailed information on the results of the judicial proceedings, and, in the case of conviction, on the nature and implementation of the sentence.***

*Article 3 of the Convention. Right of workers to join organizations of their own choosing.* The Committee previously took note of the National Industrial Court of Nigeria (NICN) judgment of 2016 with regard to the allegation that teachers in federal educational institutions have been coerced to join the Association of Senior Civil Servants of Nigeria (ASCSN) and denied the right to belong to the professional union of their own choice. The NICN judgment concluded that teachers at the 104 Unity Colleges of Nigeria are employed by the Federal Civil Service Commission and, as civil servants, they are automatically members of the ASCSN, but specified that any worker who wishes to disassociate from the ASCSN could do so by writing to the employer. The

Government had further indicated that according to section 12(4) of the Trade Unions Act and sections 9(6) and 5(3) of the Labour Act: (i) membership of a trade union by employees shall be voluntary; (ii) no employee shall be forced to join any trade union or be victimized for refusing to join or remain a member; (iii) no contract shall make it a condition of employment that a worker shall or shall not join a trade union; and (iv) the workers have the right to opt out of a trade union in writing. The Committee had requested the Government to continue to provide information on the practical application of the abovementioned provisions, indicating in particular whether teachers of the federal educational institutions continue to be automatically affiliated to the ASCSN. The Committee notes that the Government, in its report, limits itself to stating that the purpose of the provisions of the said laws is to bring order and good administrative structure to trade unionism in Nigeria. The Committee recalls that it is important for workers to be able to change trade union or to establish a new union for reasons of independence, effectiveness or ideological choice and that trade union unity imposed directly or indirectly by law is contrary to the Convention (see the 2012 General Survey on the fundamental Conventions, paragraph 92). **The Committee once again requests the Government to specify whether teachers of the federal educational institutions continue to be automatically affiliated to the ASCSN, and if so to indicate on what legal grounds such automatic affiliation comports with the principle of voluntary affiliation set out in the Trade Unions Act and Labour Code.**

*Freedom of association in export processing zones (EPZs).* The Committee recalls that its previous comments referred to issues of unionization and entry for inspection in the EPZs, as well as to the fact that certain provisions of the EPZ Authority Decree, 1992, make it difficult for workers to join trade unions as it is almost impossible for worker representatives to gain access to the EPZs. It had noted the establishment of a tripartite committee to review and update the Federal Ministry of Labour and Productivity Guidelines on Labour Administration and Issues in Contract Staffing/Outsourcing in the Oil and Gas Sector and to incorporate emerging trends in the world of work. The Committee requested the Government to provide, without delay, information on the review and update of the ministerial guidelines, and to provide statistics on the number of trade unions operating in EPZs and the membership thereof. The Committee notes the Government's indication that it is currently working towards adopting sectorial guidelines and that EPZs would be included in one of them. It further notes that the Government reports that there are six trade unions already operating in the EPZs. **Expecting that significant progress will be made in the very near future to bring the legislation into conformity with the Convention, the Committee requests the Government to continue to inform on any developments regarding the review and update of the ministerial guidelines. The Committee also requests the Government to continue providing information and statistics on the particular trade unions operating in the EPZs.**

*Articles 2, 3, 4, 5 and 6.* In its previous comments, the Committee had requested the Government to amend the following provisions:

- section 3(1) of the Trade Unions Act, which requires a minimum of 50 workers to establish a trade union, so as to explicitly indicate that the minimum membership requirement of 50 workers does not apply to the establishment of trade unions at the enterprise level (while this minimum membership would be permissible for industry trade unions, it could have the effect of hindering the establishment of enterprise organizations, particularly in small enterprises);
- section 7(9) of the Trade Unions Act, which provides that the Minister may revoke the certificate of registration of any trade union, by repealing the broad authority of the Minister to cancel the registration;
- sections 30 and 42 of the Trade Unions Act, which impose compulsory arbitration, require a majority of all registered union members for calling a strike, define "essential services" in an overly broad manner, contain restrictions relating to the objectives of strike action, impose penal sanctions including imprisonment for illegal strikes and outlaw gatherings or strikes that prevent aircraft from flying or obstruct public highways, institutions or other premises, so as to lift these restrictions on the exercise of the right to strike; and
- sections 39 and 40 of the Trade Unions Act, which grant broad powers to the registrar to supervise the union accounts at any time, so as to limit this power to the obligation of submitting periodic financial reports, or in order to investigate a complaint.

The Committee welcomed the Government's indication that it had established a Tripartite Technical Committee (TTC) for the purpose of bringing into conformity the relevant sections of the Labour Standards

Bill (LSB), Collective Labour Relations Bill (CLRB), Labour Institutions Bill (LIB) and Occupational Safety and Health Bill (OSH Bill) with international labour standards. It noted the Government's indication that the proposed review of the LSB would give the opportunity to the social partners to consider the amendments to the aforementioned provisions of the Trade Unions Act. The Committee notes that the Government states that the Labour Bills will be provided when enacted. **The Committee expects that the abovementioned laws will be enacted shortly and that sections 3(1), 7(9), 30, 39, 40 and 42 of the Trade Unions Act will be brought into line with the Convention as part of the ongoing legislative review. The Committee requests the Government to provide information on any progress achieved in this regard.**

The Committee previously noted that there were no proposals to amend the following legislative provisions, which it also requested the Government to modify:

- section 3(2) of the Trade Unions Act, which restricts the possibility of other trade unions from being registered where a trade union already exists (workers should be able to change trade union or to establish a new union; trade union unity imposed directly or indirectly by law is contrary to the Convention);
- section 11 of the Trade Unions Act, which denies the right to organize to employees in the Customs and Excise Department, the Immigration Department, the prison services, the Nigerian Security Printing and Minting Company Limited, the Central Bank of Nigeria, and Nigeria Telecommunications (all workers, without distinction whatsoever, should have the right to establish and join organizations of their own choosing; the only authorized exception are the members of the police and the armed forces); and
- section 34(1)(b) and (g) of the Trade Unions Act (as amended by section 8(a) of the Trade Unions (Amendment) Act 2005), which requires federations to consist of 12 or more trade unions in order to be registered (the number of affiliated trade unions necessary should be lowered) and section 1 of the 1996 Trade Unions (International Affiliation) Act, which provides that the application of a trade union for international affiliation shall be submitted to the Minister for approval (the international affiliation of trade unions should not require the Government's permission).

The Committee notes that the Government states that the social partners are comfortable with the number of trade unions affiliated to federations and reiterates previous observations indicating that the purpose of section 3(2) of the Trade Unions Act is to bring order and good administrative structure to trade unionism in Nigeria and that for security reasons, section 11 of the Trade Unions Act has not been modified but a subsection has been added to create Joint Consultative Committees in the establishments concerned. The Committee refers to its preceding comments in this regard, recalling in particular that the establishment of joint consultative committees cannot be considered as a substitute for the right to organize under the Convention. **Noting that the above provisions have been the subject of its comments for many years, the Committee urges the Government to take all necessary measures to make the appropriate amendments without delay in order to ensure their conformity with the Convention. The Committee requests the Government to provide information on any developments in this respect.**

**The Committee reminds the Government that it may seek the technical assistance of the Office in connection with the revision of the laws and regulations referred above and relating to the application of the Convention.**

**The Committee hopes that the Government will make every effort to take the necessary action in the near future.**

## **Right to Organise and Collective Bargaining Convention, 1949 (No. 98)** (ratification: 1960)

The Committee takes note of the observations made by the Nigeria Labour Congress (NLC), received on 30 August 2024, and the observations made by the International Trade Union Federation (ITUF), received on 17 September 2024, alleging the violation of collective bargaining rights. In this respect, the NLC alleges that collective bargaining rights are being severely undermined by restrictive legislation, inadequate dispute resolution mechanisms, and interference in the collective bargaining process, and that agreements reached through collective bargaining are not implemented. **The Committee requests the Government to provide its comments in this respect.**

The Committee notes that the Government's report has not been received. It is therefore bound to repeat its previous comments.

In its previous observation, the Committee requested the Government to provide information on any investigations, and the results thereof, into allegations of anti-union discrimination and interference in the banking, education, electricity, petroleum, gas and telecommunications sectors, as referred to in successive communications from the International Trade Union Confederation (ITUC). The Committee notes that the Government reports that it is working on sectorial guidelines to address anti-union discrimination and interference. **Observing that in its 2021 observations under the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the ITUC denounces massive dismissals for trying to join trade unions, the Committee requests the Government to take the necessary actions to ensure that the allegations of anti-union discrimination referred to by the ITUC in its previous observations give rise to specific investigations. The Committee requests the Government to provide information on the results thereof as well as on the progress made towards the adoption of the abovementioned sectorial guidelines.**

The Committee also requested the Government to send its comments on allegations of Education International (EI) and the Nigeria Union of Teachers (NUT) denouncing the promotion of a non-registered union in the education sector by various state governments, which would appear to constitute attempted interference. The Committee notes that the Government limits itself to indicating that the Academic Staff Union of Secondary School has not been registered at the federal level. The Committee recalls that the intervention by an employer - either public or private - to promote the establishment of a parallel trade union constitutes an act of interference by the employer in the functioning of a workers' association, which is prohibited under *Article 2* of the Convention. **The Committee therefore requests the Government to take the necessary measures to ensure that Article 2 of the Convention is complied with in the education sector, both at the State and federal levels.**

*Scope of application of the Convention.* In its previous comments, the Committee noted that under the provisions of the legislation certain categories of workers (such as employees of the Customs and Excise Department, the Immigration Department, the prison services and the Central Bank of Nigeria) were denied the right to organize and were deprived of the right to collective bargaining. It noted that some of these categories involve public sector workers not engaged in the administration of the State and requested the Government to provide information on the results of its consultations within the National Labour Advisory Council (NLAC) and any follow-up action taken, particularly with regard to recognition of the right to collective bargaining. The Committee notes that the Government reiterates its previous explanation that these exclusions are made on the grounds of the national interest and national security. The Committee further notes the Government's indication that the NLAC has been inaugurated and that the issue raised will be discussed at subsequent meetings. The Committee recalls that, according to *Articles 5* and *6* of the Convention, only members of the armed forces and the police, as well as public servants engaged in the administration of the State may be excluded from the guarantees set out in the Convention. **Regretting the lack of progress regarding this issue, the Committee requests the Government to take the necessary measures to ensure the full recognition of the right to collective bargaining of all public sector workers not engaged in the administration of the State, and to provide information on its consultations within the NLAC and on the practical results achieved in this regard.**

*Article 4. Free and voluntary negotiation.* The Committee previously requested the Government to provide explanations regarding the legal obligation to submit any collective agreements on wages to government approval, and noted the Government's indication that in practice there is no restriction with regard to wage increases adopted by an employer but that this obligation, which appears in section 19 of the Trade Disputes Act, would be brought to the attention of the tripartite technical committee which was reviewing the labour legislation. The Committee notes with *regret* that the Government does not provide any information on this matter in its report. **The Committee once again requests the Government to take concrete steps to amend section 19 of the Trade Disputes Act in order to ensure full observance of the principle of voluntary collective negotiations in accordance with the provisions of the Convention. The Committee requests the Government to provide information in this respect.**

In its previous observation, the Committee noted the Government's intention to ensure that the reform of the labour legislation undertaken in consultation with the social partners was in conformity with international labour standards and trusted that the new Collective Labour Relations Act and any other texts adopted in the context of the reform of the Labour Law would be in full conformity with the requirements of

the Convention. It notes the Government's indication that the social partners will soon hold a meeting to validate the Labour Bills before forwarding them to the National Assembly for legislative action. **The Committee requests the Government to continue to provide information on any developments in relation to the reform of the labour legislation and recalls that it can avail itself of the technical assistance of the Office.**

**The Committee hopes that the Government will make every effort to take the necessary action in the near future.**

## North Macedonia

### Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87) (ratification: 1991)

#### Previous comment

The Committee notes the observations of the International Trade Union Confederation (ITUC) and of the Union of Police in Macedonia (SPM), received on 17 September and 14 October 2024, respectively, on the application of the Convention. **The Committee requests the Government to provide its comments thereon.**

**Articles 2 and 9 of the Convention. Scope of application.** In its previous comments, the Committee noted that, pursuant to article 37 of the Constitution, the conditions for exercising the right to union organization in "administrative bodies" (in addition to the police and the armed forces) can be limited by law and that these "administrative bodies" included ministries, other state administration bodies and administrative organizations. The Committee requested the Government to take the necessary measures to amend article 37 of the Constitution to eliminate the possibility for the law to restrict the conditions for the exercise of the right to trade union organization in administrative bodies. The Committee notes the Government's indication that in 2024, parliamentary elections were held which led to a new composition of the Assembly of the Republic of North Macedonia, and that a new Government was elected. The Government indicates that it has not submitted any amendments to the labour legislation during the reporting period and reiterates that it will inform the Parliament of the Committee's comments in the event the former considers possible amendments to the Constitution in the future. **Recalling once again that under the Convention only the armed forces and the police may be subject to limitations concerning the enjoyment of the guarantees provided by the Convention, as well as the need to ensure conformity of national constitutional provisions with the Convention, the Committee once again urges the Government to take the necessary measures to ensure that article 37 of the Constitution is amended accordingly. The Committee requests the Government to provide information on all progress in this regard.**

**Article 3. Right of organizations to freely organize their activities and to formulate their programmes.** In its previous comments, the Committee noted that, under the Law on Public Enterprises and the Law on Employees in the Public Sector: (1) employees in the public sector are obliged to provide minimum services in the event of strikes, taking into account the rights and interests of citizens and legal entities; and (2) the head of the respective institution determines the performance of the institutional activities of public interest that are to be maintained during a strike, the manner in which the minimum service will be carried out and the number of employees that will provide services during the strike. In this respect, the Committee recalled that the maintenance of minimum services in the event of strikes should only be possible in the following situations: (i) in services the interruption of which would endanger the life, personal safety or health of the whole or part of the population (essential services in the strict sense of the term); (ii) other services in which strikes of a certain magnitude and duration could cause an acute crisis threatening the normal conditions of existence of the population; (iii) in public services of fundamental importance; and (iv) to ensure the security of facilities and the maintenance of equipment. The Committee had further recalled that minimum services imposed should meet at least



representative social partners have been informed of the questionnaires on the items included on the agenda of the International Labour Conference, the replies to the questionnaires under article 19 of the ILO Constitution and the reports on ratified Conventions under article 22 of the ILO Constitution. The Government states that, in general, the reports are made in the form indicated by the Governing Body and contain the requirements of the Committee, and the replies to the questionnaires include the comments received on those questionnaires. The Government adds that, between 2018 and 2023, 53 reports were submitted on ratified Conventions. In this regard, the Committee highlights that the consultation of employers' and workers' organizations implies their active participation and the formulation and communication of their respective views. The Committee is bound to once again recall that this obligation to consult the representative organizations on the reports to be made concerning the application of ratified Conventions must be clearly distinguished from the obligation to communicate these reports under article 23, paragraph 2, of the Constitution. In order to fulfil their obligations under this provision of the Convention, it is not sufficient for governments to communicate to employers' and workers' organizations copies of the reports that they send to the Office, since any comments that these organizations may subsequently transmit to the Office on these reports cannot replace the consultations which have to be held during the preparation of the reports (2000 General Survey, paragraph 92). ***In the light of the above elements, and with reference to its comments on the application of Convention No. 87, the Committee firmly urges the Government to take, without further delay, all the necessary measures to ensure that effective tripartite consultations are held with the most representative employers' and workers' organizations, and that they enjoy, in law and in practice, the right to freedom of association, in accordance with Articles 1 and 2 of the Convention. In this regard, the Committee once again requests the Government to provide detailed and updated information on the frequency, content and outcomes of the tripartite consultations held on all matters related to international labour standards covered by Article 5(1)(a)–(e) of the Convention.***

## Nigeria

### Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144) (ratification: 1994)

The Committee notes that the Government's report has not been received. It is therefore bound to repeat its previous comments.

*Article 1 of the Convention. Consultations with representative organizations.* In its previous comments, the Committee expressed the firm hope that the pending legislative reforms, particularly the National Labour Institutions Bill still pending before the National Assembly, would be finalized without further delay. It reiterated its request that the Government report on the results of the reform and its impact on the improvement of consultations with representative organizations that enjoy freedom of association, as required under this Convention. In this context, since 2004, the Committee has also consistently reminded the Government that it is important for employers' and workers' organizations to enjoy the right to freedom of association, without which there could be no effective system of tripartite consultation. The Committee also requested the Government to indicate the outcome of the meetings held with the stakeholders in April 2018 in relation to the reforms, and to provide a copy of the relevant legislation once adopted. The Committee notes the Government's reference in its report to the inauguration of the National Labour Advisory Council (NLAC) for 2021–25. According to information available on the Federal Ministry of Information and Culture website, during the inauguration, the Government indicated that, from 2nd to 4th March 2020, the Ministry of Labour had collaborated with the Nigeria Labour Congress (NLC), the Trade Union Congress (TUC) and the Nigeria Employers' Consultative Association (NECA) in reviewing the Draft National Labour Bills, which were withdrawn from the National Assembly for review and resubmission. At that time, the Government further indicated that the adoption of the pending legislative reforms would expand the scope and functions of the NLAC. ***The Committee therefore expresses once again the firm hope that the pending legislative reforms will be finalized and adopted without further delay. It also reiterates its request that the Government provide detailed information on the results of the reform and its impact***

**on the improvement of consultations with representative organizations that enjoy freedom of association, as required under the present Convention. The Committee further requests the Government to indicate the content and outcome of the meetings held with the stakeholders in March 2020 in relation to the reforms, and to provide a copy of the relevant legislation once it is adopted.**

*Article 5(1). Tripartite consultations required by the Convention.* In reply to the Committee's previous comments, the Government reports that the social partners are consulted on issues related to international labour standards, particularly regarding the possibility of ratifying ILO Conventions, as well as in relation to reports on ratified Conventions submitted to the ILO pursuant to article 22 of the ILO Constitution. In addition, Conference preparatory meetings are held with the social partners to harmonize the country's position. The Committee notes with **interest** that, with the support of the ILO Office in Abuja, tripartite consultations were held within the NLAC in a two-day session from 23 to 24 March 2021. The Committee notes from the website of the Federal Ministry of Information and Culture, that the March 2021 session was the first session of the NLAC held since 2014. In addition, the Committee notes the ILO press release of 24 March 2021, according to which, during the March 2021 consultations, the tripartite constituents discussed the possible ratification of the Migrant Workers (Supplementary Provisions) Convention, 1975 (No. 143); the Private Employment Agencies Convention, 1997 (No. 181); the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187); and the Violence and Harassment Convention, 2019 (No. 190). The Committee notes that, according to the press release, all four Conventions discussed are to be ratified. Moreover, it was agreed during the March 2021 consultations that the regularity of NLAC meetings would be ensured in conformity with this Convention. Finally, the Committee notes that the ILO is currently supporting the development of the first National Industrial Relations Policy and the Decent Work Country Programme (DWCP) III for Nigeria. **The Committee requests the Government to continue to provide updated, detailed information on the content, outcome and frequency of tripartite consultations held on all matters concerning international labour standards covered by the Convention, including in relation to: questionnaires on Conference agenda items (Article 5(1)(a)); proposals to be made to the competent authorities in connection with the submission of Conventions and Recommendations pursuant to article 19 of the ILO Constitution (Article 5(1)(b)); the re-examination at appropriate intervals of unratified Conventions and Recommendations to which effect has not yet been given (Article 5(1)(c)); questions arising out of reports to be presented on the application of ratified Conventions (Article 5(1)(d)); and proposals concerning the possible denunciation of ratified Conventions (Article 5(1)(e)).**

*Article 6. Operation of the consultative procedures.* The Committee notes that the Government does not provide information in this regard. **The Committee therefore reiterates its request that the Government indicate whether, in accordance with Article 6, the representative organizations have been consulted in the preparation of an annual report on the working of the consultation procedures provided for in the Convention and, if so, to indicate the content and outcome of these consultations.**

**The Committee hopes that the Government will make every effort to take the necessary action in the near future.**

## Poland

### Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

(ratification: 1993)

#### Previous comment

The Committee notes the observations of the Independent and Self-Governing Trade Union "Solidarność", received on 1 September 2022, as well as the reply of the Government, received on 2 November 2022.

*Article 2 of the Convention. Consultation procedures.* In its previous comments, the Committee requested the Government to provide an evaluation of the effectiveness and impact of the Social Dialogue Council (SDC) Act with respect to the matters covered by the Convention. In this regard, the Committee notes the Government's indication that, pursuant to section 87 of the SDC Act, the members of the SDC evaluated the functioning of the provisions of the Act and submitted recommendations for

bodies such as the Foundation for Compliance with the Collective Labour Agreement for Temporary Workers (SNCU) have been established to monitor compliance with these agreements. The Government further informs that, under section 10 of the Law on the Declaration of Universally Applicable Collective Agreement (AVV Act), social partners can request the NLA to initiate an investigation if there are indications that collective agreements are not being followed, and social partners or other concerned parties can submit a substantiated request to the NLA if they suspect violations of the Dutch Posting of Workers by Intermediaries Act (Waadi). ***The Committee requests the Government to provide further information on investigations conducted by the NLA related to alleged noncompliance of collective agreements regarding temporary posted workers, including the outcomes of such investigations. The Committee also requests the Government to indicate the number of cases of violations of the Waadi identified by labour inspectors, the investigations initiated, and the sanctions imposed.***

The Committee is raising other matters in a request addressed directly to the Government.

## Niger

### Labour Inspection Convention, 1947 (No. 81) (ratification: 1979)

#### Previous comment

The Committee takes note of Ordinance No. 2023-01 of 28 July 2023, which suspends the Constitution of 25 November 2010 and establishes the National Council for the Safeguard of the Homeland, as well as Ordinance No. 2023-02 of 28 July 2023, on the organization of public authorities during the transition period, as communicated by the Government. It notes that under Ordinance No. 2023-02, laws and regulations enacted and published as of the signing date of the ordinance remain in force unless expressly repealed (section 19). The Commission also notes that this Ordinance provides that Niger remains bound by ratified International Treaties and Agreements (section 3).

*Article 3(2) of the Convention. Additional duties entrusted to labour inspectors.* Further to its previous comments on the conciliation functions of labour inspectors under the Labour Code, the Committee notes the Government's indication in its report that conciliation is not a mandatory requirement. The Committee notes with **concern**, however, that according to the Government these functions still currently constitute the bulk of labour inspectors' activities. The Committee also notes that, according to the 2022 annual labour inspection report, 888 out of 1,186 individual disputes reported were settled through conciliation, while labour inspections were conducted in 365 workplaces. The Committee recalls in this regard that, pursuant to *Article 3(2) of the Convention*, any further duties entrusted to labour inspectors in addition to their primary duties must not interfere with the discharge of the latter. ***The Committee therefore once again requests the Government to take the necessary measures to ensure that, in accordance with Article 3(2) of the Convention, the conciliation functions entrusted to labour inspectors do not pose an obstacle to the exercise of their primary functions. The Committee requests the Government to continue to report the time dedicated by labour inspection to the settlement of individual and collective disputes.***

The Committee is raising other matters in a request addressed directly to the Government.

## Nigeria

### Labour Inspection Convention, 1947 (No. 81) (ratification: 1960)

The Committee notes that the Government's report has not been received. It is therefore bound to repeat its previous comments.

*Articles 20 and 21 of the Convention. Annual labour inspection report published by the central authority.* The Committee notes that no annual labour inspection report has been received for many years, and that the Government does not provide any information in this regard in its report. ***The Committee expresses the***

*firm hope that the Government will ensure that annual reports on labour inspection are published and communicated regularly to the ILO within the time limits set out in Article 20 of the Convention, and that they contain the information required by Article 21(a)–(g), in the near future. It encourages the Government to take the necessary measures in this respect. The Committee also reminds the Government that it may avail itself of the technical assistance of the Office in this regard.*

The Committee is raising other matters in a request addressed directly to the Government.

*The Committee hopes that the Government will make every effort to take the necessary action in the near future.*

## Pakistan

### Labour Inspection Convention, 1947 (No. 81) (ratification: 1953)

#### Previous comment

Articles 3, 4(2), 10 and 16 of the Convention. *Effective organization of the labour inspection services and the supervision and control by central labour inspection authorities at the provincial levels. Number of labour inspectors and number and thoroughness of labour inspections. Additional duties of the labour inspectorate.* In reply to the Committee's previous request, the Government provides in its report information on the organizational structure of the labour inspection services in Khyber Pakhtunkhwa (KPK) and the Islamabad Capital Territory (ICT). The Committee notes that detailed information is provided in the annual labour inspection report for 2022 and in the Government's report on notified posts for labour inspectors (both occupied and vacant) as well as on the number of workplaces liable to inspection and the number and types of conducted inspections. The Committee notes that while the number of workplaces subject to inspection has increased, there has not been a corresponding rise in the number of labour inspectors. At the same time, the Committee notes a decrease in the sanctioned posts of labour inspectors in Balochistan (from 141 in 2021 to 89 in 2022) and Sindh (from 212 in 2021 to 208 in 2022), as well as of mine inspectors in Punjab (from 24 in 2021 to 14 in 2022), Sindh (from 15 in 2021 to 9 in 2022) and KPK (from 27 in 2021 to 17 in 2022). With regard to measures taken to strengthen the authorities responsible for labour inspection, the Government indicates that efforts are under way to fill the vacant positions in the provincial Departments of Labour and Departments of Mines of KPK, ICT and Sindh. In this respect, the Committee notes that the number of vacancies in all provinces remains high and notes in particular that for Sindh there were 113 vacant positions in the Department of Labour, and for KPK there were 68 vacant positions in the Department of Labour and 62 in the Department of Mines in 2022. Regarding additional duties performed by the provincial labour inspectorates, the Government provides information only for KPK, according to which labour inspectors are not responsible for registering trade unions or conciliating labour disputes, tasks that fall under the purview of the Registrar of Trade Unions and Conciliator, respectively. ***The Committee urges the Government to continue to pursue its efforts to strengthen the authorities responsible for labour inspection in all provinces and to ensure that the number of labour inspectors is sufficient to secure the effective discharge of the duties of the inspectorate. Noting that most of the information provided by the Government refers to the period up to 2022, the Committee requests the Government to provide updated information on the number of sanctioned labour inspector positions, the number of posts occupied and those vacant in each province both under the Directorate of Labour and the Inspectorate of Mines. It also requests the Government to provide information on the measures taken to fill the vacant positions in each province and the results achieved. The Committee also requests the Government to provide information on inspectors ensuring the enforcement of occupational safety and health (OSH) provisions. Lastly, the Committee requests the Government to provide information on any additional duties performed by the provincial labour inspectorates (such as registration of trade unions and conciliation of labour disputes) in Punjab, Sindh, ICT, and Balochistan and to indicate the amount of time spent on these tasks.***